

PAY DIFFERENTIAL 248
STAFF PERSONNEL PROGRAM ANALYST AND FINANCIAL COSTING
RECRUITMENT AND RETENTION DIFFERENTIAL – EXCLUDED EMPLOYEES

Established: 01/01/02

Amended: 01/01/05, 11/02/10

CLASS TITLE	CLASS CODE	CB/ID	RATE	CRITERIA	EARNINGS ID	DEPARTMENT
Staff Personnel Program Analyst	5313	E98	5% 2.5%	1 2	8K66 8K83	Department of Personnel Administration
CEA Staff Services Manager I	7500 4800	E99 E68 E97 E98 E99	5%	3	8K66	
Staff Services Manager II (Managerial)	4969					

RATE
5% of current base salary; or 2.5% of current base salary.

CRITERIA
<p>Criteria 1:</p> <ul style="list-style-type: none"> Employee is responsible for a multiple-department classification and pay operations assignment and/or the development of personnel management programs and policies; or Employee's duties include staff support for one or more bargaining units including research, development, and presentation of management proposals in support of the collective bargaining process <li style="text-align: center;">and Employee has been at the maximum of the salary rate for 12 qualifying pay periods and is recommended by the appointing authority. <p>Criteria 2:</p> <ul style="list-style-type: none"> In the event of lack of funds and/or staff reductions, the appointing authority may reduce the 5% pay differential rate to 2.5%, or may stop payment of this differential in its entirety for all qualified employees. <p>Criteria 3:</p> <ul style="list-style-type: none"> Employee is responsible for the augmentation of Employee Compensation for the Governor's Budget. Employees are eligible at any step in the salary range.

IF APPLICABLE, SHOULD PAY DIFFERENTIAL BE:	
PRO RATED	Yes
SUBJECT TO QUALIFYING PAY PERIOD	No
ALL TIME BASES AND TENURE ELIGIBLE	Yes
SUBJECT TO PERS DEDUCTION	Yes

SECTION 14:**PAY DIFFERENTIALS**

INCLUSION IN RATE TO CALCULATE THE FOLLOWING BENEFIT PAY	
OVERTIME	No
IDL	Yes
EIDL	N/A
NDI	No
LUMP SUM VACATION	No
LUMP SUM SICK	No
LUMP SUM EXTRA	No